

DALLAS LOCAL

J. ALBA AUSTIN CITY EDITOR

DR. A. S. JACKSON GOES TO PRAIRIE VIEW.

The District Superintendent of the Federal Administration of Railroads here, has invited Dr. Alexander S. Jackson, pastor of the New Hope Baptist church, to preach a sermon in memory of the men who have died in the service the past federal year, at this church on Sunday, May 25th, at 3 o'clock in the afternoon. This he has consented to do. The public is invited to attend this unusual appointment. Dr. Jackson has gone to preach the commencement sermon at Prairie View State Normal and Industrial College, tomorrow. He will attend next week the Texas Baptist Foreign Mission Convention at Beaumont, to which work New Hope church has given more largely by three hundred per cent. than ever before. He will return the latter part of the week. After the Porters Memorial service, Dr. Jackson will baptize the numerous converts of the glorious revival meeting at New Hope church through which the pastor was so splendidly assisted by the Rev. Dr. J. B. Pius of Oklahoma. The young people and the women will be baptized at 4 p. m. The men will be baptized at the close of the night service. Rev. Dr. J. E. Knox will preach that day at both the forenoon and the night service. Hear this gospel giant and witness the immersion of the converts. Everybody is heartily invited to attend.

RESOLUTIONS FROM METROPOLITAN LODGE NO. 6992 G. U. O. OF O. F.

In behalf of one of its members, brother Dutch Waggoner, who departed this life, May 13, 1919, at 11:40 a. m. Bro. Waggoner was a financial member of Metropolitan Lodge fourteen years or more, where we have met, worked together in Friendship, Love and Truth. We have sung our opening and closing songs and led to the throne of God by our beloved brother in the altar, but we are today grieved over his demise, his spirit has gone to that heavenly rest never to return to us again on earth. He has answered the roll call of Metropolitan the last time. He has gone to join the angelic host where God will forever reign Supreme Noble Grand. He will be missed in our midst as a hearty Old Fellow.

Therefore, be it Resolved that we bow our heads in humble submission to Him, who doeth all things well for in death the midst of life we are in death.

Be it further Resolved that in the death of Bro. Waggoner, the country has lost a noble patriot and hard working citizen, who was willing to work better for God than for money, and a devoted husband, Metropolitan has lost one of its faithful brothers, who has climbed Jacobs' ladder from earth to glory with Friendship, Love and Truth. His motto, Farewell Bro. Waggoner, farewell, sleep on, sleep on, until the great trumpet shall sound. We shall meet again in the sweet bye and bye.

Be it further Resolved that a copy of these resolutions be spread upon the minutes of Metropolitan Lodge No. 6992 Grand Order of Odd Fellows, and a copy given to the bereaved family and a copy sent to the Budget and the Dallas Express for publication.

Respectfully submitted, we your committee.

J. G. STARKS, P. S.
W. M. TERRELL, N. G.
S. S. WILLIAMS, Acting E. S.

LABOR TURNOVER AND INDUSTRIAL TRAINING.

If the manufacturing industries of the United States could wholly obviate labor turnover it would mean \$1,250,000,000. That represents more to them an annual saving of at least than the yearly expenditures of the National Government before the war, and even in these days, when we have grown accustomed to reckon in terms of billions, it is a vast sum. Frank A. Vanderlip, president of the National City Bank of New York, and former Assistant Secretary of the Treasury, calculates the preventable labor turnover at from two and one-half to five billion of dollars, but the lesser estimate is probably correct. It is unquestionably a conservative statement of the facts. This immense charge—only one of many—should be remembered, must be met before these enterprises can begin to figure profits. It is facing them in every season, in every condition, in times of prosperity, in periods of depression. It is, indeed, a remarkable circumstance that even in the midst of industrial recession, this burden on business is relatively nearly as heavy as it is during the greatest activity.

Perfectly trustworthy statistics put the total number of workers in our American manufacturing industries at about 10,000,000—considerably more than the entire population of Canada. Magnus W. Alexander, one of the most competent authorities in this department of economics, declares that the hiring of a man in this country runs between \$10 and \$200. The average, Mr. Alexander tells us, is above \$50. Labor turnover in the United States at large and in all kinds and classes of industry is now perhaps 250 per cent. With these facts before us—the number of workers engaged in manufacturing enterprises, the cost of hiring an employee, and the rate of labor turnover—the rest is a computation in simple arithmetic. On a basis of even \$50, for every hiring (less than the average stated by Mr. Alexander), as the expense of obtaining a new employee, the calculation will show that every year our manufacturers must count on an outlay of more than a billion dollars.

It may be convenient to ascribe this excessive and burdensome labor turnover entirely to the restlessness, instability, or perversity of the workers. This is certainly a handy explanation, but it has one rather serious defect—it is not accurate.

IN FRANCE HE SAW AN AD.

Enos Whitaker, proprietor of Whitaker's cafe on Jackson street, received a letter from a soldier in France in which he explains how he came in possession of his address. By securing a copy of the Dallas Express and saw his ad therein. It goes without saying that the old Dallas Express is largely read everywhere, Europe, Asia and Africa. It pays to advertise in the Express.

B. W. Crawford, formerly with the American Woodmen, here was in the city this week on business. Mr. Crawford is located at Denton, and is now operating a burial association and has installed recently a sick and accident benefit association.

Garfield Howard, formerly of Dallas, now of St. Paul, Minn., was in town Thursday en route from Longview, where he has been attending business pertaining to the estate of his mother, Mrs. Abbie Griffin.

L. Franks, Supt. of the American Mutual Benefit Association returned Wednesday from a business trip to Houston.

Mrs. Artie Tenus of Colorado Springs, Colo., is visiting Judge and Mrs. A. S. Wells, 2701 Bryan St.

Jas. R. Blaine, a well known real-estate dealer in Muskogee, was abating hands with friends in Dallas, Tuesday. He left Wednesday for Ft. Worth.

Mrs. A. S. Wells, 2701 Bryan St., returned from a seven weeks' stay at Hot Springs, Ark., Sunday.

Mrs. Mary Richerson on Leonard street, received Sunday morning a beautiful bouquet of white carnations from the Dallas Floral Co. The gift was made by her daughter, Miss Louise Lee at Seattle Washington, as a presentation for Mother's Day.

The gift coming from the local floral house, surprised Mrs. Richerson, however, it was an agreeable one.

Rev. C. W. Abington returned this week from Greenville, and reports having some in contact with the electric storm visited Greenville.

Your subscription is due. Please have your monthly contributions ready.

Little J. L. Adams, age 2 years and 11 months, son of Mr. and Mrs. Jerry Adams, 3205 Williams street, died Monday night at 8:30. He was buried at 3 o'clock Tuesday.

Mr. Evans White of Navasota was in the city, this week and visited his friend J. A. Austin.

Mrs. Ruth Johns left Thursday for Pine Bluff, Ark., to spend the summer with her father, Mr. C. J. Johns, 702 Popular street.

Mr. J. T. Hill, D. D. G. M. of U. B. F. & S. M. T., will leave today for McKinney to re-instate a lodge.

The Dallas Council of Mothers met at the home of Mrs. C. C. Harper's Tuesday and elected officers for the year, much business was transacted.

LISTEN FOLKS.

We have established at 2633 Bryan, corner Elm Street, an automobile garage, where you can get number one good service at very reasonable prices. We can fix anything that runs with gasoline. Bring your cars when out of fix to us. We also sell gas and oil. Phone us H. 5217, Express Garage, Banks and Jones, Proprietors.

NOTICE.

Mrs. J. W. Henderson, Hair Dresser and Beauty Parlor, is now located at 1800 Jackson street, Royal Beauty Parlor in rear of Royal Barber shop, phone M. 2789. C. J. Norworthy, Proprietor.

The physician who begins the treatment of a patient with an improper diagnosis of the disease may have to be set right by an autopsy, and that is painful to all concerned. The truth is that labor turnover is not wholly or even largely the fault of the workers. Most of the blame is the employer's own. That is not a pleasant statement of the case, we know, but it is a correct diagnosis, and that is what is prerequisite to an application of remedies.

In locating the responsibility for turnover we are relying not upon mere theory or speculation, but upon the facts and figures of a very solid foundation. Only recently the cases of discharge in one of our big manufacturing establishments were submitted to a close, scientific scrutiny. The records under examination and analysis were of course the employees', and there was no question of their completeness, frankness, or want of partiality to the workers affected. This study showed that just 10 per cent of these discharges—a large number all together—were due to slacking on the part of the employees. The other 90 per cent were attributable to shortcomings and defects of one kind or another in the management of the plant. An analysis of the discharges revealed the same conditions—the employer was at fault in 90, and the workers in only 10 per cent of the total.

The larger share of the blame for labor turnover is incurred by the employer because, having control of the conditions governing production, he nevertheless fails to exercise it in his own interest. Even casual inquiry in the ordinary factory discloses that workers are assigned to tasks for which they are not fitted, and in which they will become skilled, it is fatuously believed, by mere repetition of their mistakes. They blunder along until they have spotted tools or scrapped materials, or done some damage that in their employer's mind warrants their discharge, unless meantime they save him the trouble by quitting out of sheer dissatisfaction. Others take their places and the process of attempting to fit a square peg in a round hole is repeated indefinitely. The result of this haphazard procedure to the employer may sometimes be discharged and sometimes quit, but to the employer it is always the same—the expense of a new hiring the spoiling of more material, the breaking of

tools and machines, the hampering of output, the impairment of profits. Labor turnover is, then, not merely a momentary loss in itself, but it is also the occasion of much damage, waste, delay, disorganization, and inefficiency.

There is no remedy that will prevent labor turnover, but it can be reduced, has been reduced, and is now being reduced by many big employers. If labor turnover in the manufacturing industries of the United States were cut half it would be equivalent to adding more than half a billion dollars a year to their profits. There is a powerful incentive to reduce the degree of labor turnover to provide every means and facility to the worker, to increase the volume of production. Two of these corporations are among the greatest of its kind in the world. Jointly they employ 40,000 persons. Altogether there are 200 American manufacturers who have adopted industrial training as an integral part of their scheme of production.

Industrial workers are entitled to training. But even if they were not it is to the employer's advantage to give it to them. Inefficiency in production is traceable to causes which, for the most part, training of the workers—and concomitant training of the management—would remove. It fosters team work and contentment; serves as a testing laboratory, so to speak, in which to determine the degree of skill and experience possessed by the applicants for employment before they are regularly assigned to the shop floor; it reduces waste and damage; it gives the worker a better opportunity and a greater incentive to improve his position and prospects, and affords the employer a larger scope in selecting men for promotion.

Six general reasons are assigned for low efficiency. They are (1) power failure; (2) failure of equipment and repairs; (3) lack of instructions; (4) lack of skill; (5) failure to supply material; (6) personal slacking. It will be seen that every one of these factors contributes directly or indirectly to labor turnover—that onerous charge against production. Failures of power, of equipment and repairs, of material, of instructions—all these eventuate in discharge and quit, and the employer, and his rehiring. It need hardly be said that the industrial training which discovered and corrected these faults of management, instructed the workers in his duties, broomed, (5) craftsmanship, and enlarged his versatility would diminish turnover while concurrently it decreased the cost and enhanced the rate of output.

To establish a system of adequate training in a factory presupposes a survey that uncovers the causes and extent of labor turnover, the obstacle to output, sources of delay, reasons for scrap work, and all the other conditions that make for low production. Where such surveys and analyses have been made by experts of the United States Training Service and training has been adopted, turnover has lessened, and the rate of production accelerated. "Not knowing how to do the job" has two results. First, low efficiency and second, quit or discharge, labor turnover. Each of these operates to increase the high cost of production. Both the worker and the employer pay a penalty for this condition, just as each would profit from its correction.

In the interest of employees and employers, the United States Training Service is now introducing industrial training as an inherent, permanent economy of manufacturing. It has been said in a preceding paragraph that some 200 concerns have established training as part of their producing organizations. There are not fewer than 20,000 industrial corporations which could advantageously adopt it. It is the intention of the United States Training Service to reach these manufacturers and demonstrate to them that they are omitting an opportunity to extend their output and their peace-time business. If American manufacturers expect successfully to compete with these British producers in foreign markets they must make use of all the means at their disposal. Those whose actual experience with training constitutes them competent witnesses in its behalf, testify that it is a sound investment, and that not the least significant of its effects is to minimize labor turnover. Such training has other important advantages, but they can only be enumerated, not discussed, in the compass of this booklet. Industrial training is of signal value to employers if any of the 38 States which have compensation laws, because by insulating care in the handling of tools and in the operation of machinery, the liability to accidents is greatly lessened.

The United States Training Service has in the field 18 representatives who are working with manufacturers to put training into their factories. These representatives are not only experts in production, but also have had broad experience as trainers in peace time as well as during the war. They are at the call of



H. CHILDS.

The 19th of June will be celebrated at Fair Grounds. For stand privileges, see H. Childs, General Manager, phone H. 3019 or call at 2213 Clark street. 15-17-1t

any employer who wishes to consider the installing of training They have their headquarters in large cities between the Atlantic coast and the Mississippi River, and are, as it were, within hail of manufacturers in any of the principal industrial districts.

These Government experts will visit and survey a plant for the asking—asking will analyze the condition under which it operates, and will present their findings for the consideration of the manufacturer. If he decides in favor of training, the expert of the Training Service will give such advice and assistance as is needed to determine the methods to be adopted, and will continue to lend help and active supervision until the system is working with success. The cost of inaugurating and conducting training in the plant is, of course, borne by the manufacturer, but the technical advice and assistance furnished him by the Government's expert is without expense to him.

Manufacturers are invited to make fullest use of the United States Training Service and its staff in the study of their production troubles, including labor turnover. The United States Department of Labor is eager to provide every means and facility that will quickly place American industry in a position to resume peace-time production and confidently confront competition and foreign markets.

Industrial workers are entitled to training. But even if they were not it is to the employer's advantage to give it to them. Inefficiency in production is traceable to causes which, for the most part, training of the workers—and concomitant training of the management—would remove. It fosters team work and contentment; serves as a testing laboratory, so to speak, in which to determine the degree of skill and experience possessed by the applicants for employment before they are regularly assigned to the shop floor; it reduces waste and damage; it gives the worker a better opportunity and a greater incentive to improve his position and prospects, and affords the employer a larger scope in selecting men for promotion.

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The Product of the Home

By REV. W. W. KETCHUM
Director of the Evening Classes,
Moody Bible Institute, Chicago

TEXT—Except the Lord build the house, they labor in vain that build it.—Psalm 127:1.

If there is any place more than any other on this earth where Jesus Christ is needed it is the home—the workshop which turns out into the world that product called humanity. What men and women are in the world depends largely upon what they have been made in the home.

It is the exception rather than the rule to find a strong man in business or civic life who was not made so in the home. It is true that sometimes we find men of character who never had any true home influences, but when you find one man who has developed into real manhood without true home influences, you find hundreds, who because they never had them, are moral wrecks.

Let the home be what it should and the product turned out will rarely be disappointing. Our forefathers were able to lay a substantial national foundation because they were made stalwart, God fearing men through the influences of the Christian homes in which they were nurtured.

When fathers and mothers take heed to the words of Jesus, "Seek ye first the Kingdom of God and his righteousness" and make him first in the home, how glorious are the results! If they have family worship and seek God's help and guidance daily for themselves and their children and all their affairs, they find it unfeignedly true that "God is faithful," that his promises never fail, that their every real need is supplied, and that his favor and blessing surpass all of earth's riches. "God is love," and the home in which he is made first is a home filled with love. Fortunate is the community and the nation which has many such homes. The men and women nurtured in them are "the salt of the earth." Without such, corruption and decay inevitably ensue.

Supporting the structure of all that is good and true and noble in the world is the godly home. Remove it, and our social and national life will soon morally disintegrate.

If it seem that we are giving the godly home a more important place than the godly individual, where, we would ask, does the godly individual come from if not from the godly home? What workshop produces him? Certainly not the schools, the shops, the market place nor even the church, without the help of the godly home. A nail factory turns out nails; a shoe factory, shoes; a wagon factory, wagons; and a home, humanity.

The ideal for commercial factories should be to turn out the best product they can. This, though, is not always their aim, for low prices and competition create a demand for articles of an inferior grade. There is no such demand, however, for the product of the home, for no quality of character of an inferior grade meets the demands of God or of the times. If a manufacturing firm aims to turn out the very best product they can possibly make, its members are always studying the problem of ways and means to enable them to approximate their ideal. How much more should parents study with God's help to turn out into the world the very best product?

In thinking of the home as turning out into the world a product called humanity, we should ever bear in mind that its product is to endure throughout the ages. This leads us back to our very first proposition, that if there is any place more than any other on this earth where Jesus Christ is needed, it is the home. Without the help and direction of the master workman, godly character cannot be produced.

The Scriptures tell us to bring our children up "in the nurture and admonition of the Lord," but this we cannot do unless we are ourselves Christians; so back of the product is the producer. With all the consequences involved in parenthood, it seems incredible that men and women will assume it without being themselves in a position to give to their children that which will make them the very best product, namely godliness. The child is not so much responsible for what he becomes as is the parent in whose care and training he is brought up. We cannot get away from the scripture, which says: "Train up a child in the way he should go; and when he is old he will not depart from it"; or, as the little girl put it, "Train up a child in the way he should go and when he is old he will go so."

Death to a Good Man.

Death to a good man is but passing through a dark entry into one little dusky room of his father's house into another that is fair and large, light-some, and glorious.—Anonymous.

Our Phillips, the scholar and apostle of the Wesleyans and by the grace of God, the co-worker and colleague in the spirit of all ages, whose good works seem to prosper while he lives.

Now comes a Carter, now comes a Cottrell, now comes a Cleaves, and these too are the pillars of cloud by day and that pillar of fire by night that leads us on to the promise land and that haven of rest and pure delight.

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THOSE "NEW" LITTLE C'RLS

Their Grownup Ways Started Old-Fashioned Woman on a Peasimistic Train of Thought.

The Woman Who Sees had just bought a new veil and had hurried into the dressing room of the shop to adjust it, says the New York Sun. Crowds of women were edging their selves. She managed to squeeze into a space just vacated by a gorgeous creature in purple velvet. As she glanced into the mirror she noticed two youngsters standing beside her. They were both sweet-looking little things. "Not a day over fourteen," she murmured to herself, and then stared with wonder. The elder of the two pulled out a tiny vanity case and proceeded to powder the tip of her pert little nose. She next arranged a curl over her shoulder to its very best advantage, while her companion stood back admiringly. Then she preened her eyebrow with the tips of her fingers and smiled complacently. She was pretty and she knew it.

"Are you going to the frat meeting Monday evening, Dot?" queried her companion. Dot raised an eyebrow and drawled nonchalantly, "Perhaps, dearie; it depends entirely on the mood I'm in." That was the straw that broke the camel's back. The woman gave a convulsive gasp and literally bolted. Moods! She was amused and yet it was pitiful. She is not an advocate of corporal punishment, but she would have enjoyed spanking those youngsters. What kind of women will they make? The woman is puzzled.

CAESAR'S WORK IN GERMANY

Record of Famous Roman Conqueror When He Drove the Teutons Out of Flanders.

Both the American army of occupation and the German people are anxious to know just how long the khaki-clad visitors are to remain. Since no intimation comes from those in authority both of them might recall that one Julius Caesar drove the Teutons out of Flanders, in fact, he mentions a victory at Mont Auxois, says Kansas City Star. He, too, built a bridge in ten days, crossed over and took possession of the valley on the "right bank," spread out his legions to police the "treacherous inhabitants." That was in 50 B. C., and the Roman army remained 400 years. All that time flotillas of galleys were cruising up and down the Rhine. The army of occupation put the Germans to building bridges, aqueducts and castles under its direction, and the ruins of these great works now still can be seen in the valley of the Moselle. The presence of the Romans was a blessing to the Germans, however, for they pursued a liberal policy toward them, after having collected a tribute of 40,000,000 sesterces or approximately \$1,500,000 for their treachery, taught them to read, to take a bath and to shave.

"Earthquake Proof" Hotels.

A chain of "earthquake proof" hotels, sufficiently magnificent to win the approval of fastidious South Americans, is to be constructed immediately by the United Hotels company, which already operates many hosteries on this half of the continent. Sites in seven countries—Chile, Peru, Brazil, Uruguay, Paraguay, Bolivia and Colombia—have been selected, and the first hotel—palatial, to judge from the architect's drawing—will be built at Lima, at a cost of \$2,000,000. This is one of the largest projects ever undertaken by a hotel syndicate, and both the United States government and the South American governments interested will afford co-operation. The hotel at Lima will be one of re-enforced concrete, supported by enormous cement foundations, capable of the company believes, of offering good resistance to the disturbances of the earth's surface to be expected in those regions.—New York Evening Post.

Walk for Health.

Girls and women who walk to and from their places of employment do not, as a rule, suffer from headaches or other kindred ills. Indeed, excellent authority assures us that walking will do more to keep the average person in good physical trim than all the high-priced tonics on the market. Of course, where one has to ride several miles to one's office or workshop, going "foot" is out of the question, but the young woman who lives within reasonable distance of her place of employment should give street cars and trains a wide berth.

Antiprobibitionist.

In little Marie's home the advantages and disadvantages of the "wet" and "dry" have been discussed with much fervor.

When, during Sunday morning service, Marie demanded a drink and her mother informed her quietly, but firmly, that she could not have one, Marie inquired anxiously in a stage whisper: "Can't I never have another drink, now that the country's gone dry?"

Kettle Brings \$30,000.

A Japanese kettle, once owned by Kikyo, brought \$30,000 when the Matsuzawa collection of antiques was sold at public auction in the Tokyo Art club not long ago